

Department	Language in Action	Implementation Date	15 th May 2026
Official name of the policy	LiA Safeguarding Whistleblowing Policy (v1.0)	Last Reviewed/Update Date	15 th May 2026
Policy Owner	Adam Ennis (Head of Juniors)	Approval Date	15 th May 2026
Policy Approver	Giulia Mella (Group Safeguarding & Prevent Coordinator) & Emiliano Sallustri (Managing Director ELT – DSL)	Next Review	15 th May 2027

LiA Safeguarding Whistleblowing Policy

1. Purpose and Scope

This policy supplements the Malvern International Public Interest Disclosure (Whistleblowing) Policy for the Language in Action (LiA) under-18 provision. It sets out how anyone working on LiA programmes — staff, contractors and agency group leaders — can raise a concern about safeguarding itself: a worry that a safeguarding matter has not been handled properly, a concern about the conduct of a member of the safeguarding chain, or a belief that the organisation's safeguarding arrangements are failing students.

It exists so that no concern about the safety of a child depends on a single person. Anyone raising a concern under this policy in the reasonable belief that it is in the public interest will be protected from any form of detriment, victimisation or reprisal, in line with the Group Whistleblowing Policy.

2. When to Use This Policy

- You believe a safeguarding concern you reported has not been acted on, or not acted on properly.
- Your concern is about a person inside the safeguarding chain (a Deputy DSL, the DSL, or above).
- You believe safeguarding arrangements at a centre are inadequate and students may be at risk.
- You feel unable to raise a safeguarding concern through the normal route for any other reason.

For a normal safeguarding concern about a student, use the standard route first: report immediately to the centre Deputy DSL, who escalates to the LiA DSL, as set out in the LiA Safeguarding & Prevent Operational Implementation Addendum (Section 8).

3. Internal Escalation Route

The escalation chain in the LiA Safeguarding Addendum applies, with one rule that governs this policy: never bypass a level of the chain unless the person at that level is the subject of the concern. In that case, go directly to the next level up:

- Concern about a centre Deputy DSL — report directly to the LiA Designated Safeguarding Lead (Emiliano Sallustri, Managing Director ELT), reachable 24/7 throughout the season.
- Concern about the LiA DSL — report directly to the Group Safeguarding & Prevent Coordinator (Giulia Mella), via the Group central safeguarding inbox: safeguarding@malvernplc.com.
- Concern about the Group Safeguarding & Prevent Coordinator — report directly to the Chief Operating Officer (Executive Sponsor for safeguarding).

Concerns raised under this policy are recorded and reviewed in line with the record-keeping arrangements of the LiA Safeguarding Addendum.

4. External Routes

You do not need permission to contact an external body about a safeguarding concern, and doing so in the reasonable belief that it is in the public interest does not breach any duty to the organisation:

- NSPCC Whistleblowing Advice Line — for anyone who feels a safeguarding concern is not being addressed internally: 0800 028 0285 (help@nspcc.org.uk).

- Local Authority Designated Officer (LADO) — for allegations against adults working with children; normally contacted by the DSL within one working day, but staff may contact the LADO for their operating borough directly if they believe this has not happened (borough mapping in the LiA Safeguarding Addendum).
- Police — call 999 if you believe a child is in immediate danger.
- Protect — the independent whistleblowing charity, for confidential advice on any disclosure: 0203 117 2520 / protect-advice.org.uk.

5. What Happens Next

Every concern raised under this policy is taken seriously, acknowledged promptly, and looked into by a person who is not the subject of the concern. You will be told, as far as confidentiality allows, what has been done in response. Raising a concern that turns out to be mistaken, but was raised in reasonable belief, will never result in any action against you.

6. Related Documents

- Malvern International Public Interest Disclosure (Whistleblowing) Policy
- Group Safeguarding and Prevent Policy and LiA Safeguarding & Prevent Operational Implementation Addendum
- Staff Code of Conduct for Working with Under-18s
- LiA Critical Incident Response Policy